# **EXHIBIT A**

### U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

c/o Ca Winsto 35 W.	n A. Rapinoe rdelle Spangler, Esq. on & Strawn LLP Wacker Drive go, IL 60601-9703		From:	Chicago District Office 500 West Madison St Suite 2000 Chicago, IL 60661	
r					
	On behalf of person(s) aggriev	-			
	CONFIDENTIAL (29 CFR §16	01.7(a))			
EEOC Charge	e No.	EEOC Representative		Telephone No.	
		Gregory T. Mucha,			
440-2016-0	3570	Investigator		(312) 869-8135	
			(See also	the additional information enclosed with this form.)	
NOTICE TO THE	PERSON AGGRIEVED:	•	(000 0,00	and deallerial information encoded military	
Act (GINA): been issued a of your received.	This is your Notice of Right t at your request. Your lawsu	o Sue, issued under Title VII, the AD it under Title VII, the ADA or GINA m	A or GINA rust be fil	or the Genetic Information Nondiscrimination A based on the above-numbered charge. It has ed in a federal or state court <u>WITHIN 90 DAYS</u> the time limit for filing suit based on a claim under	
X	More than 180 days have passed since the filing of this charge.				
	Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of this charge.				
X	The EEOC is terminating its processing of this charge.				
	The EEOC will continue to process this charge.				
		·	DE 1 -4		
				ny time from 60 days after the charge was filed until egard, the paragraph marked below applies to	
				A must be filed in federal or state court <u>WITHIN</u> ased on the above-numbered charge will be lost.	
	The EEOC is continuing its you may file suit in federal	s handling of your ADEA case. Howe or state court under the ADEA at this	ever, if 60 s time.	days have passed since the filing of the charge,	
in federal or s	tate court within 2 years (3 years	the right to sue under the EPA (filing ears for willful violations) of the allege 1 2 years (3 years) before you file s	ed EPA une	charge is not required.) EPA suits must be brought derpayment. This means that backpay due for not be collectible.	
If you file suit	, based on this charge, pleas	e send a copy of your court complain	t to this of	fice.	
		On behalf	of the Con	nmission	
		1		,	
		// <i>1</i>	_ /	2/4/19	
Enclosures(	s)	Julianne Be		(Date Mailed)	
	•	District Di		, , , , , , , , , , , , , , , , , , ,	

CC:

EEOC Form 5 (11/09)			
CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act		FEPA	
Statement and other information before completing this form.	X	FEOC	440-2016-03570
Illinois Department (			and EEOC
State or local Age		giiles	and EEOC
Name (indicate Mr., Ms., Mrs.)		Home Phone (Incl. Area	Code) Date of Birth
Ms. Megan A. Rapinoe		(212) 294-469	07-05-1985
City, State C/O Jeffrey L. Kessler, Esq., Winston & Strawn LLP, 20	e and ZIP Code  OO Park Ave.,	New York, NY 10	0166
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh Discriminated Against Me or Others. (If more than two, list under PARTICULAR		State or Local Governme	nt Agency That I Believe
Name	17.7	No. Employees, Members	Phone No. (Include Area Code)
THE UNITED STATES SOCCER FEDERATION		101 - 200	(312) 808-1300
1801 S. Prairie Ave., Chicago, IL 60616		No. Employees, Members	Phone No. (Include Area Code)
Street Address City, State	and ZIP Code	****	<u> </u>
* *			
			WWW.TOW.TOW.DIAOF
DISCRIMINATION BASED ON (Check appropriate box(es).)		Earliest	IMINATION TOOK PLACE Latest
RACE COLOR X SEX RELIGION	NATIONAL ORIGI	N	04-13-2016
RETALIATION AGE DISABILITY GE	→ ENETIC INFORMATIO	ON NO	
X OTHER (Specify) Equal Pay			CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
THE PARTICULARS ARE (if additional paper is freeded, attack exita sheet(s)).			
SEE ATTACHED			
		RE	CEIVED EEOC APR 1 9 2016
		IL	CEIVED
			EDEFOR
			APRIA
			9 2016
		CHICAGO	20
		100	DISTRICT OFFICE
			OFFICE
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	NOTARY - When	necessary for State and Loc	
procedures.	I swear or affirm	that I have read the abo	ove charge and that it is true to
I declare under penalty of perjury that the above is true and correct.	the best of my ki	nowledge, information as COMPLAINANT	na pellet.
4-19-16	SUBSCRIBED AN (month, day, year)	D SWORN TO BEFORE ME	ETHIS DATE
Date Charging Party Signature	1		

- I. I have been an employee of Respondent, the United States Soccer Federation, since I was selected as a soccer player on the United States Women's National Soccer Team ("WNT") in the year 2006. At all times relevant to this charge of discrimination, the Federation also employed and continues to employ individuals selected as soccer players on the United States Men's National Soccer Team ("MNT").
- II. The WNT has enjoyed unparalleled success in international soccer, winning three World Cup titles and four Olympic Gold Medals an accomplishment that no other country on the men's or women's side has reached in Olympic competition. The WNT also has achieved numerous other first place wins in significant international tournaments and is currently ranked number one in the world, a position it has held on a near continuous basis for the last 7 years.
- III. My team won its third World Cup title on July 5, 2015. The game captured the hearts of approximately 23 million viewers, making it the most watched soccer game in American TV history. I embarked on a post-Cup Victory Tour, which drew tens of thousands of fans to soccer stadiums across the United States and tens of millions of dollars into the Federation's coffers.
- IV. In fact, according to the Federation's most recent annual report, it initially projected a combined net loss for the national teams of \$429,929 for FY 2016 (April 1, 2015 March 31, 2016). But thanks almost exclusively to the success of the WNT, the Federation now projects a \$17.7 million profit in connection with these teams. And for FY 2017, the Federation projects a net profit from the WNT of approximately \$5,000,000, while projecting a net loss of nearly \$1,000,000 for the MNT.
- V. Unfortunately, the WNT's on-field accomplishments and revenue generation have not resulted in me or my fellow players earning equal or better pay than MNT players. In fact, my compensation pales in comparison to that of the MNT players. This despite the fact that, as my employer, the Federation is bound by federal law to compensate me at least equally to the rate at which it compensates MNT players given that the women and men perform the same job duties; have jobs that require equal skill, effort and responsibilities; and perform our jobs under similar working conditions.
- VI. More specifically, the pre-game, game and post-game duties, as well as the skill, effort, responsibilities and working conditions of WNT players are substantially the same and/or greater than those of MNT players. The Federation, for example, expects both sets of players to:
  - a. maintain their conditioning and overall health such as by undergoing rigorous training routines (endurance running, weight training, etc.) and adhering to certain nutrition, physical therapy and other regimens.

- b. maintain their skills by, for example, attending training camps and frequent practices, participating in skills drills, and playing scrimmages and other practice events;
- c. travel nationally and internationally as necessary for competitive games, which are the same in length, physical and mental demand, and playing environment and conditions; and
- d. promote a positive image for soccer through media and other appearances.

- VII. Despite all of these facts, I and similarly situated WNT players, have been paid and continue to be paid substantially less than MNT players.
- VIII. The Federation's compensation structure for the WNT and MNT generally can be divided into four buckets: (1) compensation for games called Friendlies; (2) World-Cup-related compensation; (3) Olympics-related compensation and (4) compensation for sponsor appearances, ticket revenue and other monies.
- IX. <u>Friendlies</u>: The Federation pays top tier WNT players between 38% and 72% of the compensation the MNT players earn on a per game basis.
- X. Specifically, the Federation pays top tier WNT players, such as me, \$72,000 per year to play a minimum of 20 Friendlies that year. I also receive a bonus of \$1,350 for each Friendly we win (I receive no additional compensation if we lose or tie the game). So, if we lose all 20 games, we each receive \$72,000 for the year or only \$3,600 per game; if we win all twenty games, we receive \$99,000 for that year or \$4,950 per game.
- XI. MNT players are also required to play a minimum of 20 Friendlies per year. They, however, receive a minimum of \$5,000 to play in each game, regardless of the outcome. They can receive compensation ranging from \$6,250 to \$17,625 per game depending on the level of their opponent (FIFA-ranked 1-10, FIFA-ranked 11-25, or FIFA-ranked above 25) and whether they tie or win the game. So, if a MNT player loses all 20 Friendlies, he will earn \$100,000 -- \$27,000 more than similarly situated WNT players and \$1,000 more than WNT players who win all of their games. If MNT players win all of their games against the various levels of competition they likely would face, they likely would earn an average of \$13,166 per game or \$263,320 in year. A 20-game winning top tier WNT player would earn 38% of the compensation of a similarly situated MNT player.
- XII. These numbers present an even starker contrast when considering that each game over 20 played by a WNT player earns that player either no additional compensation

(for a tie or a loss) or maximum compensation of \$1,350. Each additional game over 20 played by a MNT player earns that player between \$5,000 (for a loss) or up to \$17,625 for a win.

- XIII. World Cup. The compensation afforded WNT players for World Cup competition is even more strikingly disparate than that for the Friendlies. WNT players earn only \$30,000 total both for being asked to try out for the World Cup team and for making the team roster. MNT players, on the other hand, earn \$68,750 each for making their team's roster. The pay structure for advancement through the rounds of World Cup was so skewed that, in 2015, the MNT earned \$9,000,000 for losing in the Round of 16, while the women earned only \$2,000,000 for winning the entire tournament. In other words, the women earned four times less than the men while performing demonstrably better.
- XIV. Olympics. Notably, the WNT and MNT players each earn \$15,000 for qualifying for the Olympic team and another \$15,000 each for making the roster. The Federation's decision to pay the men and women equal compensation for Olympic play only highlights the unjustified and discriminatory animus underlying its decision to pay women differently than men in nearly all other respects.
- XV. Other Compensation. The disparity in pay trickles down to nearly every aspect of the WNT player/Federation employment relationship. The Federation, for example, pays men a per diem of \$62.50 for domestic venues and \$75 for international venues, while paying the women \$50 and \$60, respectively, even though they are traveling for the same reasons. It pays men \$3,750 for each sponsor appearance, while paying the women \$3,000 per appearance to do the exact same work. The list goes on and on.
- XVI. There are no legitimate, non-discriminatory reasons for this gross disparity of wages, nor can it be explained away by any bona fide seniority, merit or incentive system or any other factor other than sex.
- XVII. I, therefore, believe that I and a class of similarly situated WNT players have been discriminated against because of sex, female, in violation of the Title VII of the Civil Rights Act of 1964, as amended, and the Equal Pay Act of 1963.

Megan Rapinoe Date

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

# NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

c/o Ca Winst 35 W.	cca E. Sauerbrunn ardelle Spangler, Esq. on & Strawn LLP Wacker Drive go, IL 60601-9703		From:	Chicago District Off 500 West Madison S Suite 2000 Chicago, IL 60661	
	On behalf of person(s) aggrieved CONFIDENTIAL (29 CFR §1601.				
EEOC Charg	e No.	EEOC Representative			Telephone No.
440-2016-	03571	Gregory T. Mucha, Investigator			(312) 869-8135
Naa			(See also	the additional informati	ion enclosed with this form.)
Title VII of the Act (GINA): been issued of your rece	This is your Notice of Right to S at your request. Your lawsuit u	ne Americans with Disabilities A Gue, issued under Title VII, the Al Inder Title VII, the ADA or GINA r to sue based on this charge will	DA or GINA nust be fil	A based on the above-r led in a federal or stat	numbered charge. It has te court <u>WITHIN 90 DAYS</u>
X	More than 180 days have pas	ssed since the filing of this charge	).		
		sed since the filing of this charge istrative processing within 180 da			nlikely that the EEOC will
X	The EEOC is terminating its p	processing of this charge.			
	The EEOC will continue to process this charge.				
		ADEA): You may sue under the Are completed action on the charge			
		se. Therefore, your lawsuit under this Notice. Otherwise, your righ			
		andling of your ADEA case. How state court under the ADEA at the		days have passed sinc	e the filing of the charge,
in federal or	state court within 2 years (3 year	e right to sue under the EPA (filing rs for willful violations) of the allego years (3 years) before you file	ed EPA und	derpayment. This mear	
If you file suit	t, based on this charge, please s	end a copy of your court complair	nt to this off	īce.	
	•	On behalf	of the Con	nmission	
	*		Ba		2/5/19
Enclosures	(s)	Julianne B	owman,		(Date Mailed)

**District Director** 

CC:

EEOC Form 5 (11/09)					
CHARGE OF DISCRIMINATION	Ch	arge Presented To:	Agency(ies) Charge No(s):		
This form is affected by the Privacy Act of 1974. See enclosed Privacy Statement and other information before completing this form.	Act	FEPA			
Seatient aid outer and matter before completing this form.		X EEOC	440-2016-03571		
Illinois Departm	<del></del>	Rights	and EEOC		
State or k Name (indicate Mr., Ms., Mrs.)	ocal Agency, if any	Home Phone (Incl. Ar	ea Code) Date of Birth		
Ms. Rebecca E. Sauerbrunn		(212) 294-4	· •		
	hr State and ZIP Code	(212) 254-4	090 00-00-1300		
City, State and ZIP Code  C/O Jeffrey L. Kessler, Esq., Winston & Strawn LLP, 200 Park Ave., New York, NY 10166					
Named is the Employer, Labor Organization, Employment Agency, Appre Discriminated Against Me or Others. (If more than two, list under PARTIC		, or State or Local Governs	ment Agency That I Believe		
Name	<del></del>	No. Employees, Member	Phone No. (Include Area Code)		
THE UNITED STATES SOCCER FEDERATION		101 - 200	(312) 808-1300		
Street Address Ci	y, State and ZIP Code	I			
1801 S. Prairie Ave., Chicago, IL 60616					
Name		No. Employees, Member	Phone No. (Include Area Code)		
Street Address Ci	y, State and ZIP Code				
	•				
DISCRIMINATION BASED ON (Check appropriate box(es).)			CRIMINATION TOOK PLACE		
RACE COLOR X SEX RELIGION NATIONAL ORIGIN 04-13-2016					
RETALIATION AGE DISABILITY GENETIC INFORMATION					
X OTHER (Specify) Equal Pay X CONTINUING ACTION  THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):					
THE PARTICULARS ARE (IF additional paper is needed, attach extra sheet(s,));					
SEE ATTACHED					
			EIVED EEOC		
		B & Bross Carl	'LIVED ELUG		
		i	APR 20 2016		
		CHICAC	GO DISTRICT OFFICE		
I want this charge filed with both the EEOC and the State or local Agency, if ar will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with the		When necessary for State and	Local Agency Requirements		
procedures.  I declare under penalty of perjury that the above is true and correct.	l swear or a the best of	my knowledge, informatior	above charge and that it is true to and belief.		
April 20, 2016  Signature of complainant  subscribed and sworn to before me this date  (month, day, year)			ME THIS DATE		
Date Charging Party Signature		. <i>,</i>			

- I. I have been an employee of Respondent, the United States Soccer Federation, since I was selected as a soccer player on the United States Women's National Soccer Team ("WNT") in the year 2008. At all times relevant to this charge of discrimination, the Federation also employed and continues to employ individuals selected as soccer players on the United States Men's National Soccer Team ("MNT").
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XVII. I, therefore, believe that I and a class of similarly situated WNT players have been discriminated against because of sex, female, in violation of the Title VII of the Civil Rights Act of 1964, as amended, and the Equal Pay Act of 1963.

Rebecca Sauerbrunn

April 20, 2016

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

# NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

To: Carli	A Lloyd		F	Objects District Office	
	A. Lloyd ardelle Spangler, Esq.		From:	Chicago District Offic 500 West Madison St	
	ton & Strawn LLP			Suite 2000	
35 W.	Wacker Drive			Chicago, IL 60661	
Chica	igo, IL 60601-9703	•		-	
	On behalf of person(s) aggrieve	ed whose identity is			
	CONFIDENTIAL (29 CFR §160				
EEOC Charg	e No.	EEOC Representative			Telephone No.
	* *	Gregory T. Mucha,			
440-2016-	03568	Investigator			(312) 869-8135
	_		(See also	the additional information	n enclosed with this form.)
	IE PERSON AGGRIEVED:				
Act (GINA): been issued of your rece	This is your Notice of Right to at your request. Your lawsuit	the Americans with Disabilities A Sue, issued under Title VII, the Al under Title VII, the ADA or GINA in to sue based on this charge will	DA or GIN/ nust be fil	A based on the above-nu led in a federal or state	mbered charge. It has court WITHIN 90 DAYS
X	,				
	·	assed since the filing of this charge			
		issed since the filing of this charge inistrative processing within 180 da			ikely that the EEOC will
X	The EEOC is terminating its	processing of this charge.			
	The EEOC will continue to p	process this charge.			
		(ADEA): You may sue under the Aave completed action on the charg			
		ase. Therefore, your lawsuit unde f this Notice. Otherwise, your rigi			
		handling of your ADEA case. How or state court under the ADEA at th		days have passed since	the filing of the charge,
in federal or	state court within 2 years (3 ye	ne right to sue under the EPA (filing ars for willful violations) of the alleg <u>2 years (3 years)</u> before you file	ed EPA un	derpayment. This means	EPA suits must be brought s that backpay due for
If you file sui	t, based on this charge, please	send a copy of your court complain	nt to this of	fice.	
		On behalf	of the Con	nmission	
					/ /
		lut	/	50-	2/5/19
Enclosures	(s)	Julianne B	owman.		(Date Mailed)

**District Director** 

cc:

EEOC Form 5 (11/09)				
CHARGE OF DISCRIMINATION	Charg	e Presented To:	Agency(ies) Charge No	o(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		FEPA		
Statement and other information before will pleasing this form.	X	EEOC	440-2016-0356	8
Illinois Department (		ghts	and EE	ос
State or local Age	ency, if any	L Hama Phana Had Ama	Code   Date of Flat	
Name (Indicate Mr., Ms., Mrs.)		Home Phone (Incl. Area		
Ms. Carli A. Lloyd	17100 4	(212) 294-46	30 07-10-130	<u> </u>
City, State C/O Jeffrey L. Kessler, Esq., Winston & Strawn LLP, 20	e and ZIP Code  OO Park Ave.	, New York, NY 1	0166	
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh Discriminated Against Me or Others. (If more than two, list under PARTICULAR:	nip Committee, or S below.)	State or Local Governme	ent Agency That I Believe	
Name		No. Employees, Members	Phone No. (Include Area C	Code)
THE UNITED STATES SOCCER FEDERATION		101 - 200	(312) 808-130	0
Street Address City, State	and ZIP Code	*	d various research	-
1801 S. Prairie Ave., Chicago, IL 60616				
Name		No. Employees, Members	Phone No. (Include Area C	iode)
Street Address City, State	and ZIP Code			
DISCRIMINATION BASED ON (Check appropriate box(es).)  DATE(S) DISCRIMINATION TOOK PLACE				
RACE COLOR X SEX RELIGION NATIONAL ORIGIN  RETALIATION AGE DISABILITY GENETIC INFORMATION  Earliest Latest 04-13-20				6
X OTHER (Specify) Equal Pay  THE PARTICULARS ARE (If additional pages is needed, ettach extra sheel(s)):				
SEE ATTACHED				
SEL ATTAONED				
		RE	-0-	
RECEIVED EEC				00
APR 1 9 2016				
CHICAGO DISTRICT OFFICE				
		3710	OUSTRICT OFFICE	
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	NOTARY - When	necessary for State and Lo	ocal Agency Requirements	
procedures.  I declare under penalty of perjury that the above is true and correct.		knowledge, information	pove charge and that it is tr and belief.	ue to
4/18/16 SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)			ME THIS DATE	
Date Charging Party Signature				

- I. I have been an employee of Respondent, the United States Soccer Federation, since I was selected as a soccer player on the United States Women's National Soccer Team ("WNT") in the year 2005. At all times relevant to this charge of discrimination, the Federation also employed and continues to employ individuals selected as soccer players on the United States Men's National Soccer Team ("MNT").
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- V. Unfortunately, the WNT's on-field accomplishments and revenue generation have not resulted in me or my fellow players earning equal or better pay than MNT players. In fact, my compensation pales in comparison to that of the MNT players. This despite the fact that, as my employer, the Federation is bound by federal law to compensate me at least equally to the rate at which it compensates MNT players given that the women and men perform the same job duties; have jobs that require equal skill, effort and responsibilities; and perform our jobs under similar working conditions.
- VI. More specifically, the pre-game, game and post-game duties, as well as the skill, effort, responsibilities and working conditions of WNT players are substantially the same and/or greater than those of MNT players. The Federation, for example, expects both sets of players to:
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- VII. Despite all of these facts, I and similarly situated WNT players, have been paid and continue to be paid substantially less than MNT players.
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- XI. MNT players are also required to play a minimum of 20 Friendlies per year. They, however, receive a minimum of \$5,000 to play in each game, regardless of the outcome. They can receive compensation ranging from \$6,250 to \$17,625 per game depending on the level of their opponent (FIFA-ranked 1-10, FIFA-ranked 11-25, or FIFA-ranked above 25) and whether they tie or win the game. So, if a MNT player loses all 20 Friendlies, he will earn \$100,000 -- \$27,000 more than similarly situated WNT players and \$1,000 more than WNT players who win all of their games. If MNT players win all of their games against the various levels of competition they likely would face, they likely would earn an average of \$13,166 per game or \$263,320 in year. A 20-game winning top tier WNT player would earn 38% of the compensation of a similarly situated MNT player.
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- XVI. There are no legitimate, non-discriminatory reasons for this gross disparity of wages, nor can it be explained away by any bona fide seniority, merit or incentive system or any other factor other than sex.
- XVII. I, therefore, believe that I and a class of similarly situated WNT players have been discriminated against because of sex, female, in violation of the Title VII of the Civil Rights Act of 1964, as amended, and the Equal Pay Act of 1963.

4/18/16

# U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

# NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

Winsto 35 W. V	. Morgan rdelle Spangler, Esq. on & Strawn LLP Wacker Drive go, IL 60601-9703		From:	Chicago District Office 500 West Madison St Suite 2000 Chicago, IL 60661		
	On behalf of person(s) aggrieve					
EEOC Charge	No.	EEOC Representative	<del></del>	Telephone No.		
		Gregory T. Mucha,				
440-2016-0	3572	Investigator		(312) 869-8135		
Title VII of th	PERSON AGGRIEVED: e Civil Rights Act of 1964, This is your Notice of Right to	the Americans with Disabilities A	Act (ADA),	the additional information enclosed with this form., or the Genetic Information Nondiscrimination based on the above-numbered charge. It has		
been issued a	at your request. Your lawsuit  pt of this notice; or your rig	under Title VII, the ADA or GINA n	nust be file	ed in a federal or state court <u>WITHIN 90 DAYS</u> he time limit for filing suit based on a claim under		
X	More than 180 days have p	assed since the filing of this charge	٠.			
	Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of this charge.					
X	The EEOC is terminating its	processing of this charge.				
	The EEOC will continue to p	process this charge.				
Age Discrimi 90 days after your case:	ination in Employment Act you receive notice that we h	(ADEA): You may sue under the A ave completed action on the charge	DEA at an	y time from 60 days after the charge was filed unti egard, the paragraph marked below applies to		
	The EEOC is closing your c 90 DAYS of your receipt o	ase. Therefore, your lawsuit under f this Notice. Otherwise, your righ	the ADEA t to sue ba	must be filed in federal or state court WITHIN sed on the above-numbered charge will be lost.		
		handling of your ADEA case. Hower state court under the ADEA at thi		days have passed since the filing of the charge,		
in federal or st	tate court within 2 years (3 ye	ne right to sue under the EPA (filing ars for willful violations) of the allege 2 years (3 years) before you file	ed EPA und	charge is not required.) EPA suits must be brought derpayment. This means that backpay due for not be collectible.		
If you file suit,	based on this charge, please	send a copy of your court complain	t to this offi	ce.		
		On behalf	of the Com	nmission		
		1.1	R			
Enclosures(s	s)	Julianne Be District Di		(Date Mailed)		

cc:

EEOC Form 5 (11/09) Agency(ies) Charge No(s): CHARGE OF DISCRIMINATION Charge Presented To: This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FEPA** Statement and other information before completing this form. 440-2016-03572 **EEOC** and EEOC Illinois Department Of Human Rights State or local Agency, if any Home Phone (Incl. Area Code) Date of Birth Name (indicate Mr., Ms., Mrs.) (212) 294-4698 07-02-1989 Ms. Alex P. Morgan City, State and ZIP Code Street Address C/O Jeffrey L. Kessler, Esq., Winston & Strawn LLP, 200 Park Ave., New York, NY 10166 Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.) Phone No. (Include Area Code) No. Employees, Members THE UNITED STATES SOCCER FEDERATION 101 - 200 (312) 808-1300 Street Address City, State and ZIP Code 1801 S. Prairie Ave., Chicago, IL 60616 Name No. Employees, Members Phone No. (Include Area Code) Street Address City, State and ZIP Code DATE(S) DISCRIMINATION TOOK PLACE DISCRIMINATION BASED ON (Check appropriate box(es).) Earliest Latest 04-13-2016 COLOR X SEX RELIGION NATIONAL ORIGIN RACE AGE DISABILITY GENETIC INFORMATION RETAILIATION CONTINUING ACTION OTHER (Specify) Equal Pay THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): SEE ATTACHED NOTARY - When necessary for State and Local Agency Requirements I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. I declare under penalty of perjury that the above is true and correct. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year) Date Charging Party Signature

- I. I have been an employee of Respondent, the United States Soccer Federation, since I was selected as a soccer player on the United States Women's National Soccer Team ("WNT") in the year 2010. At all times relevant to this charge of discrimination, the Federation also employed and continues to employ individuals selected as soccer players on the United States Men's National Soccer Team ("MNT").
- II. The WNT has enjoyed unparalleled success in international soccer, winning three World Cup titles and four Olympic Gold Medals an accomplishment that no other country on the men's or women's side has reached in Olympic competition. The WNT also has achieved numerous other first place wins in significant international tournaments and is currently ranked number one in the world, a position it has held on a near continuous basis for the last 7 years.
- III. My team won its third World Cup title on July 5, 2015. The game captured the hearts of approximately 23 million viewers, making it the most watched soccer game in American TV history. I embarked on a post-Cup Victory Tour, which drew tens of thousands of fans to soccer stadiums across the United States and tens of millions of dollars into the Federation's coffers.
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